

Dedication ceremonies planned for I-205 bridge

Dedication ceremonies for I-205 and the Glenn L. Jackson Memorial Bridge have been scheduled for May 15, 1983.

The date was fixed by a dedication planning committee composed of representatives from ODOT, Washington State DOT, the City of Vancouver and Clark County, and the City of Portland and Multnomah County.

Chairman of the committee, ODOT Assistant Director George Bell, was appointed by Commission Chairman Tony Yturri.

During its initial meeting on Feb. 18 in Portland, the committee heard presentations from several groups and organizations wanting to participate in the dedication activities.

Among them were two running clubs who want to put on a 10K (6.2 mile) run over the bridge. Portland radio station KGW offered to help coordinate a variety of "people oriented" activities.

Subject to official two-state approval, tentative plans call for shutting down traffic on I-205 from 6 p.m. Saturday, May 14, to 9 p.m. Sunday, May 15, to accommodate the dedication events.

The committee will meet at least monthly. Region 1 Engineer Ed Hardt and Project Engineer Al Harwood are serving as advisors to the committee.

Truck accidents decline due to random safety inspections

Truck accidents on Oregon's highway system have declined at a steady rate since Highway Division weighmasters began a truck safety inspection program about 20 months ago, according to Art Shelley, chief weighmaster.

Since then, he said, there has been a 54 percent reduction in the number of runaway trucks using the escape ramps, a 10 percent reduction in the number of vehicles being placed out of service for serious defects, and a 16 percent drop in truck accidents between 1980 and 1981.

Oregon utilizes 32 certified truck safety inspectors in its program, 26 of whom are Highway Division weighmasters stationed at eight weighmaster district headquarters, and six Public Utility Commissioner (PUC) personnel. Shelley said the inspectors must have at least 80 hours of training before they can

go on the job, and many of them have over 120 hours.

Wilson McBeth, training coordinator for the program, described it as a continuing training process, as new personnel work with experienced inspectors.

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Park attendance low despite reduced rates

Cold and wet weather is being blamed for reduced attendance at State Parks offering special low rates this winter.

Attendance dropped dramatically during January, apparently the victim of inclement weather that prevailed throughout much of the month.

A budget noted passed by the 1981 Legislature directed State

Parks to implement a reduced fee program from Nov. 1, 1981, to April 15, 1982. The rates were dropped to \$3 for a primitive campsite and \$4 for all others, compared to a summer range of from \$4 to \$7. The reduced rates are offered at 11 state parks.

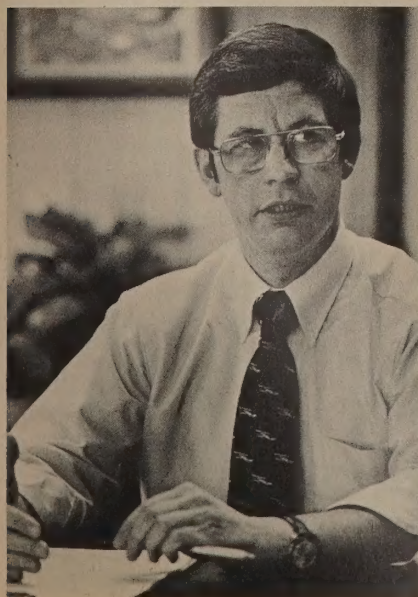
The division had initially expected that an increase of 25 percent in

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'We have an obligation to get things done'

Miller: quality management

Only one month after the Transportation Commission named Fred Miller as the department's new director, VIA sat down with him to find out how the job was going. This special feature will take the place of the regular "Director's Corner."



Fred Miller

rector, VIA sat down with him to find out how the job was going. This special feature will take the place of the regular "Director's Corner."

Q. Fred, during the conference call when the new director was announced, Chairman Tony Yturri made the point that there were several well-qualified people in the department who were considered for the directorship. Why do you think you were selected?

A. Well, I think from my discussions with the Commissioners, they were interested in quality management. Given the era of tight budgets that we're in, we have to make sure we manage our resources efficiently. And also there was an element of age, probably being more of an asset than a detriment. They're concerned about building the organization for the

future, and that's something that, at my age (39), I think I can do.

Q. What do you feel are some of the indicators of better management? That is, if the Commission were to evaluate your performance a year from now, what are some of the factors they might look at?

A. There are two or three areas in particular where I think we ought to make some advances. Perhaps the most important is the overall personnel area—we have to focus on how we recruit our people, how we train them, and how we develop our human resources within the department.

Another area that hasn't received enough attention is that of technology. We somehow have to make sure that we keep up with rapidly-changing technology, like data processing and word processing, in order to be as efficient as possible.

And a third area is how we handle our budgets, which in some cases will have some fairly severe reductions. Other agency budgets will be at about the same level, but will have to be managed carefully.

Q. When Fred Klaboe became director three years ago, he talked about "doing more with less." Do you have a similar kind of motto in mind that would characterize the goal of your administration?

A. "Doing more with less" fits in some situations, but in other instances we will have more resources. I really think a better motto for today might be, "Doing the best with what we have."

Q. In an organization this large, it's inevitable that the "Marble Palace" is going to seem remote to many employees. They don't feel connected with the decision-making process.

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The south channel of the I-205 Glenn L. Jackson Memorial Bridge, looking toward Oregon, shows the cement pours on the twin decks nearing completion. Target opening date for the bridge has been moved up to Dec. 15, 1982, with dedication ceremonies planned for May 15, 1983.

Inside



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Letters show Oregonians appreciate hard work

Dear Editor,

With appreciation I learned of the fine work record that has been established by the Lake of the Woods maintenance crew which Mr. Ed Bowers supervises. He can be proud of the forward steps that have been taken to make this record possible.

Typical of Oregon workers whose ambition and aptitudes are well known, his crew members have established work habits well worth maintaining wherever they may be employed.

My "hat is off to him" and I want him to know his efforts are recognized and appreciated.

Sincerely,

Mark O. Hatfield
United States Senator

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Dear Editor:

Recently I had the opportunity to meet some employees from your department. Under the adverse weather conditions and due to the pleasant outcome, I have been prompted to write this letter to commend your employees for their actions.

I am an Industrial Hygienist, Health Compliance Officer for Workers' Compensation Accident Prevention Division. I am periodically required to do extensive traveling throughout the state. On Monday, Nov. 16, 1981, I was traveling to Burns. The State Police were requiring all motor vehicles to chain up at the Santiam Pass. After several attempts to fit my chains it was obvious they did not fit.

I turned around and started back to Salem. I came to the Detroit Highway Division shop and decided to ask them for assistance. I explained my plight to Lloyd Tolman and Robert Yates. Without hesitation they set about fitting my state truck with a set of tire chains.

I then returned to the Santiam Junction Shop for the second time and Richard Preston, for the second time, offered to help me. Putting the chains on was a difficult task at best, they were extremely tight and took a great deal of maneuvering to fit properly. Richard was very pleasant and very courteous through the entire experience.

I was extremely grateful for these men's assistance and did not feel the appreciation should be left unstated.

Sincerely,

Jo St. Clair
Beaverton

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Dear Editor,

This is an open letter of thanks that I hope you might print for me. It is to every one of my fellow state employees whom I work with for their offers of help and assistance during a time of crisis. For those who are reading this letter and do not know what I am talking about, let me explain.

On Jan. 22, 1982, we were at a slide site clearing the road (HWY 42

S) which had been closed for weeks. Myself and four others were up the side of a hill drilling to blow a boulder too large to handle, when above us the hillside gave way and crashed down upon us rolling, throwing, and battering us down the mountain. We were hit by rocks, mud, and tree stumps. Miraculously, no one was killed, but after talking with the others, each of us thought it was the end.

You had to be there to know how it was--each thinking any minute we would be buried and suffocate, or one of the large rocks would crush us. I was not thrown clear to the road below like the others, and I would like to thank Louis Pribble (with bad leg and all) and J. C. Hook for coming up after me and dragging me down the rest of the way before more rock could break loose and come down again. And thanks to Dale Young for checking each one of us to make sure we were all right before surrendering to the pain of his own four busted ribs, and to the Extra Gang and Sign Crews for making sure cuts were taken care of, that we were kept warm and dry, and talking to us, which helped to keep spirits up and helped us to avoid going into shock.

Thanks also to you, Bill Brown, Gene Daimler, and Sherm Gregory for being at the hospital to help carry us in, comfort us and our families, and for staying until the last minute to make sure each person was all right and taken care of. Thanks to you, Ernie Phillips and the district office staff, and to all the highway people for their offers of help and assistance for me and my family. That also goes for those of you who called and sent cards from other districts with your offers, too.

Thanks Lt. Steve Mitchell, Oregon State Police, Coos Bay Office. When you come that close to death, you look at things a little differently. It is great to be alive and to know you have fellow workers who are also your friends.

Thanks again, all of you, and God bless.

Gregory P. Dimit
HMS 2 (Assistant Bridge Foreman)
Coquille

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Dear Editor:

Mr. Rick Troxell, who was a volunteer firefighter/medic with the Monmouth Fire Department, happened to be in the immediate vicinity when a serious motor vehicle accident occurred.

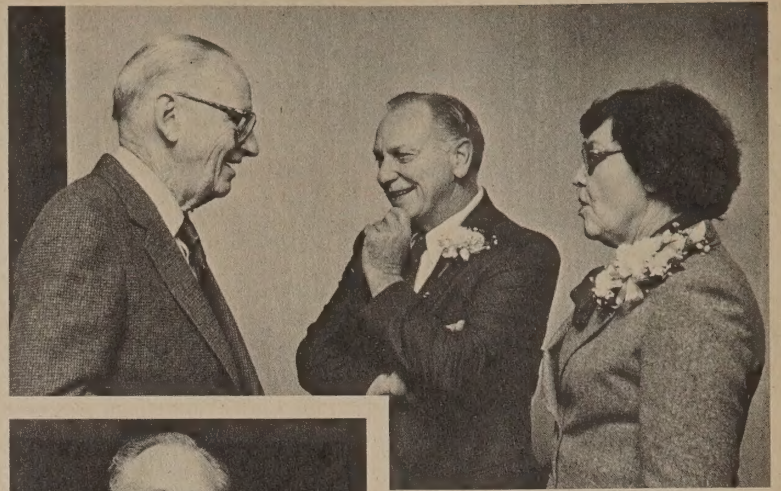
Rick provided valuable assistance and initial patient care at the scene of the accident, which involved a loaded log truck and a compact station wagon.

We sincerely appreciate his efforts to assist with the treatment and extrication of the injured party.

Protectively,

Donald Milligan
Monmouth Fire Chief

(EDITOR'S NOTE: Troxell is a highway maintenance worker 3 on Region 2's Electrical Crew.)



'Goodbye, Fred'

An informal reception held for Fred Klaboe in Salem, Feb. 9, was well-attended by many present and past ODOT employees. Fred and his wife, Elberta, greeted most of them personally, like former State Highway Engineer Rod Porter, above. Fred expressed his appreciation for all the help and loyalty he's received, especially during the last three years.



ODOT employees can help spot drunk drivers

ODOT employees, especially Highway Division crews, have a unique opportunity to participate in a new program--to Report Every Drunk Driver Immediately (REDDI).

The REDDI program is sponsored by the Oregon Traffic Safety Commission, in cooperation with the Oregon State Police and the Department of Transportation, to let Oregonians know they can call the State Police toll free to report an erratic or drunk driver.

"Our survey shows that there are more ODOT people out in the field than any other public and private work force," Baldwin said, "and they can help spot drunk drivers and report them even while they're on the job."

REDDI brochures will be distributed through DMV field offices, and all Highway Division vehicles will carry them.

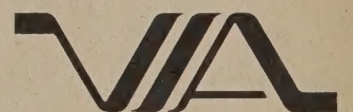
The brochures, which state that over half of all drivers involved in

fatal traffic accidents have a blood alcohol level over the legal .10 percent limit, tell how to report a drunk driver:

Call 1-800-452-7888,

- give a description of the vehicle,
- the license number,
- the location of the vehicle,
- and the direction the vehicle is traveling

"Our participation in the REDDI program is consistent with the department's concern for highway safety," said ODOT Director Fred Miller. "Since our crews have such broad coverage of the state, we have a good opportunity to serve the public in another way at a very small cost."



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Park rates...

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attendance would be required to break even at the lower rates. However, that figure was later adjusted to between 15 and 20 percent.

Going into January 1982, the cumulative total for the program showed an increase of 14 percent over a three-year average. However, January attendance dropped 27 percent below the average, eliminating the gains achieved in November and December. In fact, total attendance during the trial period is now three percent below the three-year average.

The division was instructed to keep track of attendance and revenues during the trial period so that a report could be made to the Emergency Board no later than next September.

Quality management...

Continued from page 1

Do you have any thoughts about that problem?

A. It's an important problem. One of the things I've asked administrators here in Salem to do is develop a plan to get out into the field so that we will not seem so remote, so that we will actually be listening to people and responding to the problems that exist in the field. Frequently, the same point applies to getting around to see people within the building in which we work.

Q. You've obviously practiced that yourself in the last year or two, when you were Assistant Director for Administration. You've traveled a good deal around the state and met a lot of our managers out in the field. Where do you sense employee morale is right now?

A. That's a very difficult thing to estimate. Generally, I believe that morale is highest when people are busy and feel that their work is meaningful. With respect to my administration, I suspect that there's a wait-and-see attitude. They've seen some changes in Salem, but Salem will have to deliver in order to get all the support that's necessary. We have an obligation to get things done.

Q. What about others' perceptions? For example, how do you think Governor Atiyeh views the Department of Transportation?

A. One of the first things I did was to speak with the Governor, the President of the Senate, and the Speaker of the House, to get their perspectives, and every one of them was positive. They thought the department had credibility, and that we were getting the job done. They said they had very few complaints about our department, at least when compared with others. I got very positive responses from all of them.

Q. It's a little difficult to talk about what the public's perception of ODOT is because we're a collection of divisions, but do you have any sense of how the public feels about the department at this point?

A. I sense, in some areas perhaps, a turnaround--the reactions I've been hearing recently about the three-cent gasoline tax increase have been much more positive. There's more public support for that than there has been in the

past.

In various areas we see letters crossing our desks that are congratulating our employees, and there are others that are concerned about specific small problems. It's hard to weigh all those together and say what is the overall public reaction. To the extent that we're getting the job done, I think the public will recognize that, and that's what we've got to do. I think when good work is done, it's recognized.

Q. You have already in your first month made some organizational changes. Could you discuss those a bit?

A. I would describe the changes as relatively minor. Within the Department of Transportation structure, three things were done: one, Larry Rulien was selected for my previous position. There, I was looking for someone who had a considerable amount of highway experience, both in the field and in Salem, and who would offer me some good judgment on how to implement ideas. Two, Joe Christian will retain his same position as

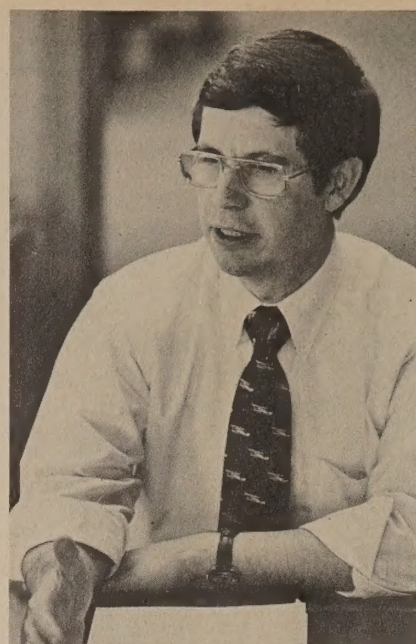
'I'm very enthusiastic about my job, and I want our employees to be enthusiastic about their jobs.'

Fiscal Officer, but he will report directly to me because of the importance I place on budgets and financial management. And three, we've moved Bob Royer into the Highway Division to strengthen its planning effort. I see none of those as especially major changes.

The Highway Division has made a slightly larger change in getting three Assistant State Highway Engineers reporting to Scott Coulter.

Q. You participated in developing the plan for those changes in the Highway Division. What thought underlay the reasons for those changes?

A. I think it's important for someone with all the responsibilities that Scott has to have fewer people reporting to him. He was looking forward to that opportunity, and suggested a structure that I believe is a good one. In terms of individuals, I think Bob Bothman will give a lot of help in his new position as Assistant State Highway Engineer for Administration. In the positions



that are not yet filled, I believe Scott made exactly the right decision to fill them competitively. That's a good strong signal to the organization.

Q. What is that signal?

A. For a long time, there have not been many promotional opportunities in the Highway Division. We have a number of qualified employees in middle levels of the or-

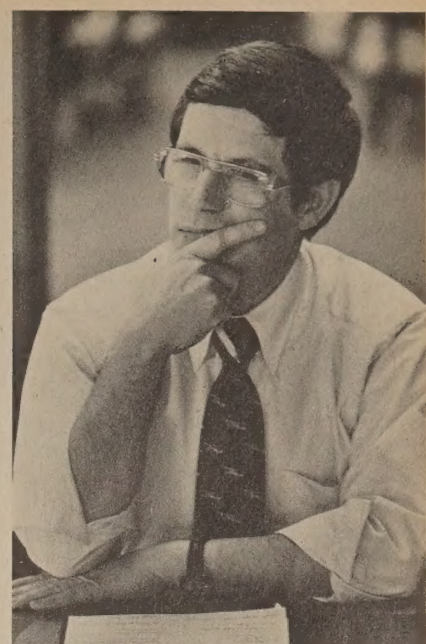
ganization who could not move up rapidly. What this is saying is that if you're getting the job done and you're interested in advancing, you have an opportunity to compete for these top positions.

Q. I've seen projections that indicate in the next five years or so, a major percentage of the department's workforce will retire. That's going to place a major burden on administration to recruit effectively, to fill those middle- and upper-management positions with the best people. Do you see this as a problem that needs to be addressed very soon?

A. Yes, this relates to one of the earlier comments I made on building the organization--we could possibly have as many as one-fourth of our people retire over the next five or six years. One might see that as a problem, since we would be losing all of that expertise, but that's also a real opportunity for people in beginning and middle levels of the organization to move up. That's why I place such an importance on recruitment, training, development, and giving opportunities to people who want to advance. In particular, this also represents one of our best opportunities to provide upward mobility for many women who right now are in "dead end" jobs, but have the potential to advance.

Q. If you were on a hiring panel right now for some young college graduate who was considering joining ODOT and making it his or her career, what would be your major selling point?

A. I believe that this department can be one of the most exciting places to work in state government. If I were a new engineer just out of Oregon State, and looked at statistics that said maybe one-fourth of the people would be re-



tiring within the next five years, looked at the opportunities within the department, and looked at the interest I have and others have in developing our qualified people, I would see some real growth potential. I think even if we couldn't meet private sector salaries, we're still going to get some very good people if we can build on those positive aspects of the future.

Q. You've been on the job over a month now. How do you feel about it? What are the good things and the bad things?

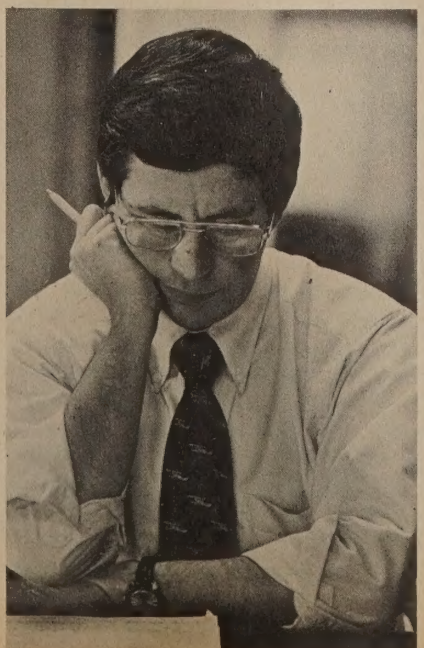
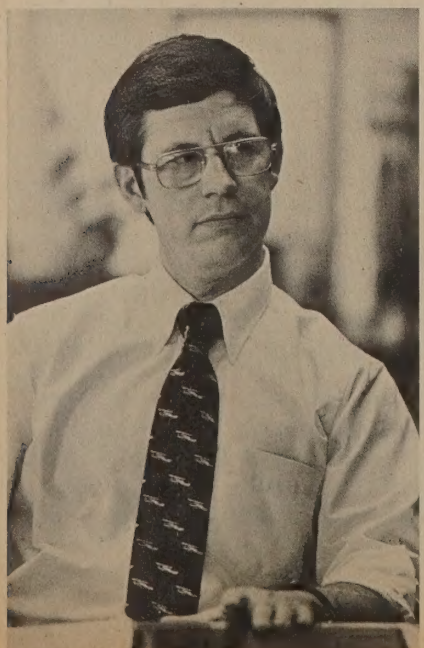
A. I'm trying to think of some bad things, and I can't. I'm very enthusiastic about the job; I enjoy coming to work; I enjoy the people; I enjoy the issues. I knew what I was getting into when I took the job. I like administrative issues or problems. If anything I'm very pleased that I'm busy all day with challenging problems, and I can't think of any bad things about that.

Q. On a more personal basis, Fred, you apparently contemplated an academic career when you were in school. What led you out of that environment into state government, and more particularly into the Department of Transportation?

A. I got a phone call from George Baldwin in 1972--he was administrator of the Highway Division at that time--and he asked me if I was interested in either coming to work for the division or doing a consulting project. My first reaction was not to do so, but after hearing some good advice from friends, I decided to take him up on it. Since that time, I think that lots of credit for whatever successes I've had can be attributed to people like George Baldwin and Fred Klaboe, who took some interest in my development and gave me a number of opportunities to learn some new things and gain experience. I guess that's one of the reasons I feel that the best managers are those who are able to spot people with potential for growth and encourage them with their support.

Q. If you could convey one message to every employee in the department right now, what would it be?

A. Our strongest resource in the department is the human resource. I'm very enthusiastic about my job, and I want our employees to be enthusiastic about their jobs. I'm hopeful that others will feel that what they're doing is worthwhile and is being recognized. With that attitude, we're going to have a strong department.



Weighmaster inspections

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Random checks of approximately 500 vehicles are made each month at the division's permanent and portable scale locations, McBeth said. Because Oregon became a member of the Commercial Vehicle Safety Alliance last May, the truck inspection task is not as difficult as it was in the past. The purpose of the Alliance is to adopt uniform inspection standards for all states, he said.

To date, Oregon, Washington, California, Idaho, Colorado, Utah and Alaska, plus the Canadian province of Alberta, are members of the Alliance. When a truck passes an inspection, it is given a decal good for 90 days and recognized by all states in the Alliance, thereby reducing the number of inspections required.

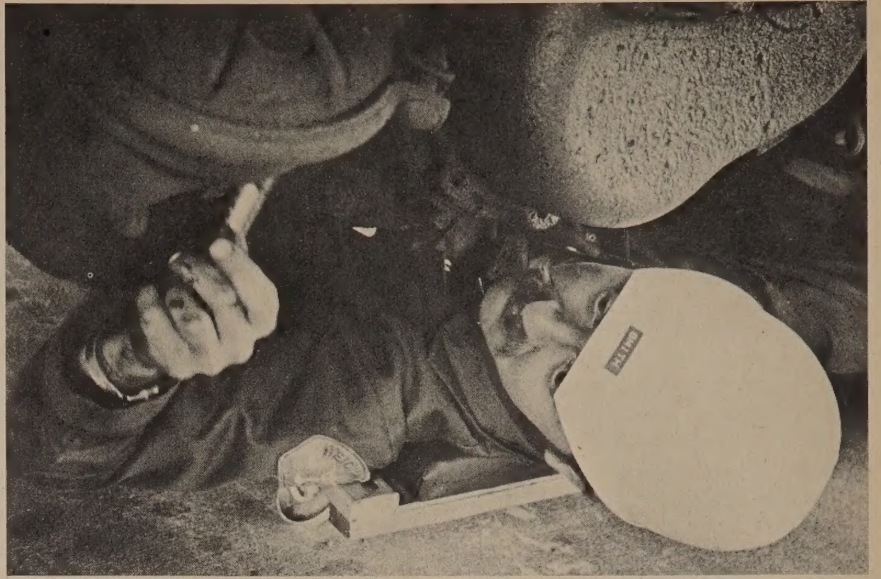
Oregon's weighmaster inspection program involves two phases,

Shelley said. The first is the random inspections, with trucks showing hazardous defects being put out of service. The second step is to put the data generated from the roadside inspections into a PUC computer. Carriers showing a low safety profile are then scheduled for a detailed PUC inspection.

Random inspections

"The random inspections are thorough," McBeth said, "and include checks of the braking system, steering components, coupling devices, tires and wheels, suspension systems, lights, driver logs and qualifications, and load securement." The inspectors work in teams of two, while one talks to the truck driver checking his qualifications and log, the other makes a physical inspection of the vehicle.

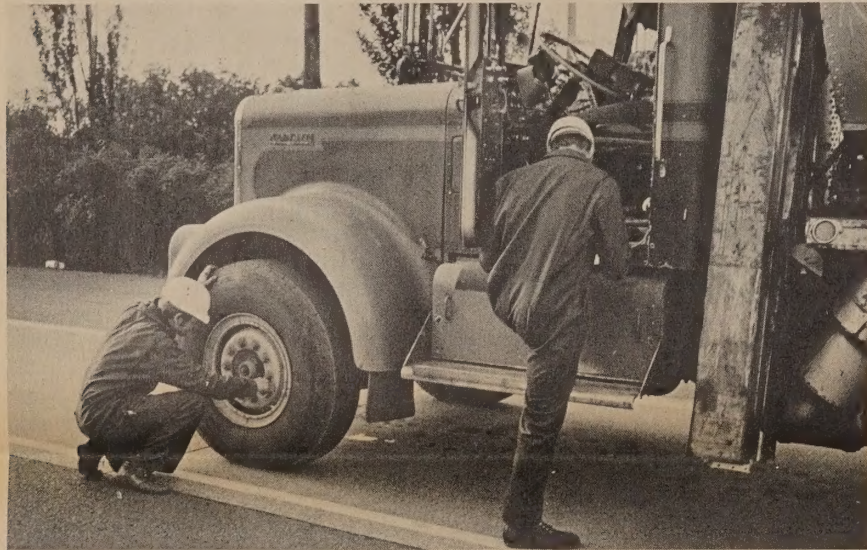
The success of the inspection



Weighmaster Greg Smith crawls under a truck to check the brake drum as part of a random physical inspection of trucks using Oregon's highways. Such inspections are credited with a sharp reduction in truck-related accidents.

program is indicated by the reduced usage of the state's six truck escape ramps, Shelley said. One of the them on US 26, near Mt. Hood, is too new to have comparative figures, but the rest show significant drops.

Last year, 516 Highway Division vehicles were inspected, and the program proved so successful that two division employees completed the training schedule and now inspect division vehicles for defects before they go out on the highway.



Weighmaster inspectors work in teams of two. While Ernest Filley, a weighmaster 1, checks the driver and his papers, his partner Greg Smith, a weighmaster 1, makes a physical inspection of the truck. Above, he inspects the tires and lug nuts.

Job simulation helps Parks choose managers

The Parks Division is implementing a new method for testing applicants for park manager A and B and park foreman 1 and 2 positions, according to Gene Fletcher, Parks fiscal and statistical specialist.

Fletcher said the Management Development/Assessment Center method uses job simulation to identify a person's ability to perform a given function. The center is now used as the method of qualifying and prioritizing all applicants for first-level supervisory positions

in lieu of the present promotional evaluation method.

"It is only used as one factor in the whole test," Fletcher said. "If a supervisor has a vacancy, he still gets a list of the top people and interviews them, but the list will include only the qualified applicants."

The center was used for the first time in December 1981, and was used again last month to accommodate all the people who signed up for promotions, Fletcher said. The testing usually takes about one-and-a-half days and is held at the Silver Falls State Park Conference Center.

"Generally, the assessment approach puts candidates through a series of individual and group exercises, interviews, oral reports, and other exercises designed to simulate the most essential conditions of the job they are interested in," Fletcher said.

Job exercises

Proposed simulations include an individual in-basket exercise, a budget exercise, and a group management priorities exercise. Candidates are judged on 10 skills, including written and oral communication, leadership, judgment, decisiveness, and sensitivity.

"The candidate's behavior and performance are observed by a group of trained assessors, usually managers who are one or two steps above the job being filled, and they evaluate the candidates individually," Fletcher said. "Letting people know how they did is a very important part of the whole process."

ODOT Director Fred Miller was one of the observers and evaluators at the last session.

"The Parks Assessment Center was a real success," Miller said. "I was impressed by the process, the results, and the quality of the participants. It shows a strong commitment by parks administration to high quality management in the division."

Good news/bad news

Gas sales continue to decline

by Doug Roberts
Energy Information Officer

The wholesale gasoline sales figures for 1981 proved to be a good news/bad news situation for the

Department of Transportation.

The good news was that the sales figures were nearly three percent higher than ODOT economists predicted at the beginning of the year. The bad news was that 1981 sales were 3.3 percent below the 1980 gallonage total-- continuing the downward trend since the peak year of 1978.

The further drop in sales was the result of the slumping economy, changes in driving patterns, and the average improvement in the miles per gallon of vehicles in Oregon.

Projections for 1982 wholesale gasoline sales are for a 2-3 percent decline from the 1981 totals. This continued drop in sales will come in the face of stable prices during the year that should climb no more than five to 10 cents per gallon above current prices.

The long-range outlook for gasoline sales as a revenue source for the department is not bright.

As the average fuel economy of the vehicles in the state gradually improves from its current es-

timated level of 16 miles per gallon, it will take large increases in the number of vehicles, and miles those vehicles travel, to stay even in terms of gallons sold.

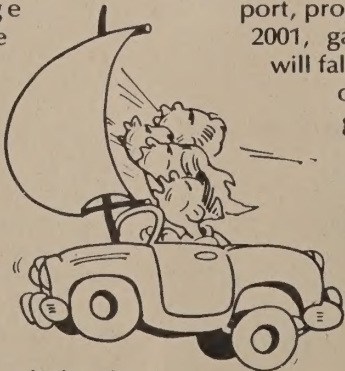
The Oregon Department of Energy, in its most recent annual report, projects that by the year 2001, gasoline consumption will fall from its 1981 level of approximately 450 gallons per Oregonian to 277.

DRIVE SMARTER TIP

The next time you purchase tires, choose radials.

Radial tires usually produce more miles per gallon, improve handling, and last longer than bias-ply tires. Radials can improve fuel economy by 3 to 7 percent. While radials may cost more, they return the investment in many ways.

Along with the tires you use, the care of those tires by proper balancing and wheel alignment will have a measurable impact on fuel economy, tire wear and safety. Check your tires for irregular wear that can be a sign of poor alignment or unbalanced tires.



Years 5 Ago

Across the front page of the March 1977 issue of VIA was a picture of an Eastern Oregon highway, captioned "Pothole parade: road deterioration shown."

The picture was part of a slide presentation being prepared by the Public Affairs Section to show the extent of pavement deterioration across the state, due in part to the backlog of repaving jobs and shortage of money.

The picture was typical of other highways photographed in every county that, even five years ago, were showing the effects of neglect.

Straightens out highways

Mileage Control keeps it simple

The following is part of a series describing the different functions of units and sections in the various divisions within ODOT.

The Mileage Control Unit of the Highway Division reduces everything down to its simplest form—right down to straightening out the curves in highways.

The six-member unit, led by Supervisor Leo King, produces straightline charts of both primary and secondary highways across the state, and prepares state and federal reports giving the official mileage for both systems. The charts are made from milepost logs, which are broken down by hundredths of a mile.

Mileposts are key to unit

"Milepost logs are the key to the entire unit," King said. "From those we break everything down. We must reduce everything to its simplest form, otherwise the amount of information would be too immense."

The straightline charts locate every important item along the highway, from bridges to culverts. The unit prints about 340 copies of the books, which are used in almost every highway office throughout the state.

"Our work is very significant," King said. "People can pinpoint exact places on the highway using our charts."

He said the State Police often use the charts to locate traffic accidents, and utility companies use them to determine the milepoints where their utilities cross the highways.

King said the unit gathers material "piecemeal" from around the division, and gives it back as a whole in the form of road charts, logs, and maps.

The Mileage Control staff drives

all new highways to initially gather the information, then asks the field offices to help keep the straightline charts accurate.

"We send the information out to the field once every two years to be updated," King said.

When they first drive a highway, the staff takes along an electronic Distance Measuring Instrument (DMI), that automatically measures to an accuracy of every ten-thousandth of a mile.

"Our straightline charts only have one-third the information in them that they could," King said. "They'd be too thick if we included everything, and we really don't need that much detail."

The unit identifies Oregon's highways with three different number systems. It can locate the same stretch of road using either Federal Aid highway numbers, the standard route shield numbers, or their own inventory of state highway numbers.

"Our inventory numbers don't change," King said, "but the others do, so it's just easier for us to keep track of this way."

A computer also helps the unit update its highway information at 24,000 points across the state. Using information from field crews,

Paul Morin, a computer coder (left), and Leo King, Mileage Control Unit supervisor, checks the information on a straightline chart to make sure it corresponds with the computer's information. In the background are Scott King, a draftsman (seated), Dave Canfield, a mileage specialist (standing), and Mark Wills, a research specialist (seated). Not pictured is Dennis Scofield, a research/draftsman.



maintenance crews and contract plans, the computer keeps track of a variety of information, including pavement thickness and width, cross streets, number of lanes, milepost locations, and municipal or urban area boundaries.

"Our Mileage Control file is

used with the Pavement Preservation study," King said. "By checking the study, the condition of the pavement in any particular spot can be determined."

He said the unit's main functions—milepost logs, straightline charts and computer coding—is very exacting work.

"You have to like working with detail to work here," King said, "otherwise it could drive you crazy. You can't take any shortcuts or miss anything."

The unit's members are: Mark Wills, research specialist; Dave Canfield, mileage specialist; Dennis Scofield, research draftsman; Scott King, draftsman; and Paul Morin, computer coder.

Parks heralds spring by opening info center

One harbinger of spring for the State Parks Division occurred the beginning of this month with the annual opening of the Campsite Information Center in Portland.

The facility, to be staffed this year by two information clerks, opens on the first Monday of March and continues in operation five days per week, from 8 a.m. to 5 p.m., until Labor Day weekend.

Clerks are able to provide up-to-the-minute information on campsite availability within the State Parks system, process reservation cancellations, and answer a variety of questions. But they are not able to make reservations by telephone. That has to be done by letter, application, or in person.

Reservations accepted

Parks officials note that the 13 parks accepting reservations have approximately 3,600 campsites. In addition, there are more than 2,100 sites at more than 35 other parks. Reservations are not required at any park, although they are advised at peak periods in the 13 popular reservation parks.

Information can be obtained on a toll free number, 1-800-452-5687, for most Oregonians. Those within Portland or from out-of-state may call (503) 238-7488.

From now through the end of summer, clerks on duty will be kept busy handling literally thousands of calls each week. In fact, some 41,458 individual inquiries were recorded last season.

The average per day was 312, or more than one per minute for the nine hours of operation. A high daily total of 677 calls was reported.

The bulk of incoming inquiries, 56 percent, was from Portland,

while the Mid-Willamette Valley generated 29 percent, Eugene 5 percent, other Oregon sources 7 percent, and non-residents 3 percent.

Northwest Roads and Streets Conference held

"The highway system we have today is the same one we had 50 years ago, and we're asking it to carry an increased load," said Les Lamm, executive director of the Federal Highway Administration in Washington, D.C.

Lamm was speaking at the 1982 Northwest Roads and Streets Conference held last month on the Oregon State University campus in Corvallis. The three-day conference, sponsored in part by the Oregon Department of Transportation, was attended by interested Northwest city, county, state and federal transportation administrators, engineers, and planners.

This year's conference, which covered such topics as quality control, pavement evaluation, cost responsibility, and traffic engineering and safety, opened with the gloomy topic of funding federal, state, and local projects.

Lamm, addressing the funding outlook for federal programs, said that 150 million vehicles registered in the United States put in 1.5 trillion miles of travel last year on the highway system.

"Our demand is up, our buying power is down, and our revenues are the same," he said. "The amount of poor pavement around the country is increasing—10 per-

cent of the Interstate system should be repaved immediately.

"And snow increases pavement deterioration," he added. "If you think things are bad today, wait until the spring thaw."

Lamm said the federal government should be able to help fix the system.

"We can't do it all, but if we don't properly fix our roads—the backbone of the transportation system—the economy is never going to get back on its feet," he said.

Lamm concluded by saying the federal government recognized its commitment to maintain the level of the Interstate system, but its budget was being continually eroded by inflation, and a new bill to ask Congress for more money had not yet been formulated.

State Highway Engineer Scott Coulter, addressing the funding of programs on the state level, agreed with Lamm.

"There may not be as many federal dollars available and state revenues are dropping, so our projects will have to be more closely scrutinized and prioritized," he said. "We must complete the Interstate system because it's depleting funds from other projects, and the state's economic well-being depends on the highway system."



Nancy Kopitke (foreground) and Judy Young of the Travel Information Section demonstrate the convenience of new brochure racks the section received recently. The racks display hundreds of Oregon brochures, which used to be kept in drawers, in an easy-to-find way.



Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.

CANDID COMMENTS

How prevalent do you think sexual harassment is within ODOT?



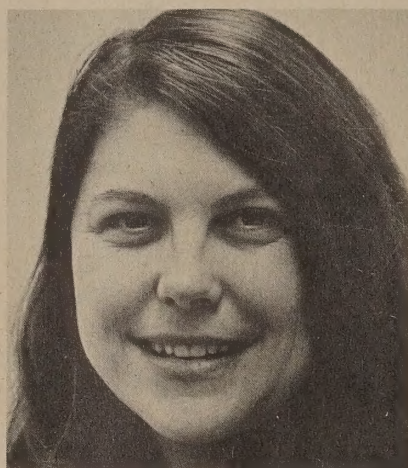
AMY SHETTERLY, AERO.
Clerical Assistant, Salem

I can't talk for the whole department, but in our organization there is no sexual harassment of any kind. We're like one big family--there is no discrimination. To my knowledge I don't think that it's a big problem, but if there is one I'd like to see it taken care of.



SHERI RANKIN, PARKS
Supervisor, Salem

I think there is some going on--hopefully in small numbers--but it's hard to know because the laws are so new that people haven't stepped forward about it yet. I think they've been afraid. I don't think it's as prevalent in state agencies as it is in private industry.



DONNA KILBER, HWY.
Senior Project Manager, Salem

I think snide comments, rude jokes and innuendos are very prevalent in the department as a whole. The most overt type of sexual harassment, such as touching, leaning, and suggesting, is less prevalent, but it has happened to me and several of the women who work here. The all-out type--put out, or risk your job--is very infrequent, but even that has occurred.



JANICE PETERSON, HWY
Contract Accounting Supv., Salem

I don't think its very prevalent here in the building, but it may be in other areas of the state. I don't think it's a very big problem. We're in a more professional environment here, and I think it will be less of a problem as younger people enter the workforce.



SHIRLEY ANN THOMAS, ADMIN.
Senior Systems Analyst, Salem

In my 18 years with the state I've never experienced any type of sexual harassment, and I have not been aware of any sexual harassment within the department.



DEBBY MULLINS, HWY.
Office Manager, Salem

I think blatant sexual harassment is very rare in ODOT. The more subtle, general kinds of sexual harassment that are not intentional, but exist in the perception of the person being harassed, could happen often in any working environment. People become accustomed to treating the opposite sex in a particular way, with no intention of offending them.



JEAN GARCIA, DMV
Office Manager, Dallas

I don't think it's very prevalent at all. I think most people try to be as professional as possible. I've always worked in a small office, and now I manage an all-female staff and none of them has ever complained about sexual harassment. But I think most people do try to work with a professional attitude on the job.



FRANKIE WILSON, HWY.
HMW 2, Baldock

I have been working in highway maintenance for two years, and I have not encountered any sexual harassment yet. If anything, the Baldock crew members have gone out of their way to help me learn my job and accept me as a woman. I couldn't have gotten a better crew to work with.

DIANA COOK, PARKS
Ranger 1, Stewart State Park

I've worked in two divisions, first in Highway and now in Parks. When I worked in maintenance I was constantly harassed by my foreman. I didn't complain because I felt my job would be threatened, but here I have absolutely none of that. Both the parks and highway people I meet are really nice and courteous. I don't know how much sexual harassment there is in the department, but I would guess it's everywhere, and as an intelligent woman you have to learn to deal with it.

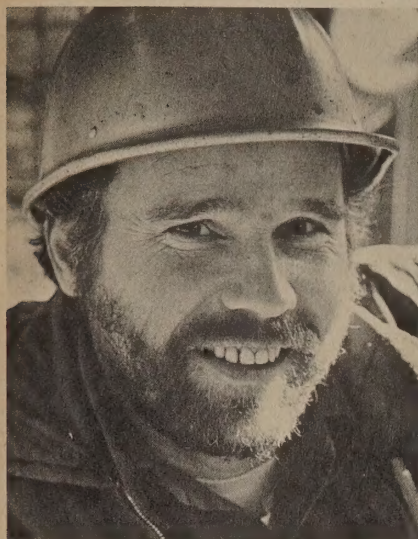


JULIE EVEY, HWY.
Office Manager, Corvallis

Sexual harassment does occur within our organization, but in a predominantly male organization it is difficult not to have some. Females working with the Highway Division need to be a special type--they need to be able to tactfully handle the infractions that occur around them. In the future, I don't think it will be as bad. It will work itself through the system and things should improve. At least I haven't sexually harassed any males since I've been here.



People Page



Bruce Fochtman



Edwin James



Dan Evey

Moving up the ranks

CONGRATULATIONS!

The following ODOT employees were promoted recently:

Bobby Aldrich, Supervising Highway Engineer (SHE) B, La Grande, to SHE C, Salem.

Leon Brock, Highway Engineer (HE) 2, Portland, to HE 3, Salem.

Patrick Corey, Administrative Assistant (AA) to Management Analyst 1, Salem.

Richard Cummins, Highway Maintenance Worker (HMW) 2 to HMW 3, Newberg.

Floyd Davidson, HMW 2 to HMW 3, Lakeview.

Eunice Dschaak, Motor Vehicle Rep. (MVR) 2 to Motor Vehicle Office Manager A, Cottage Grove.

Wayne Earnshaw, Motor Vehicle Office Manager A, Cottage Grove, to MVR 4, Eugene.

Dan Evey, Highway Maintenance Foreman (HMF) 1, McMinnville, to Highway Maintenance Supervisor (HMS) C, Woodburn.

Bruce Fochtman, HMS 4, Corvallis, to HMF 1, Albany.

Dennis Fretwell, HMW 2 to HMW 3, Jordan Valley.

Larry Garrison, HMW 2, Detroit, to HMW 3, Salem.

John Graf, Heavy Equipment Mechanic (HEM) 1, Portland, to Automotive Shop Superintendent, Salem.

Brad Gray, MVR 2, McMinnville, to MVR 3, Salem.

Mark Gronso, HMW 1 to Electrician, Pendleton.

Darin Harper, HMW 2, Grants Pass, to Signal Technician Trainee, Salem.

Danny Hepler, Computer Operator 1 to Computer Operator 2, Salem.

Kenneth Husby, HE 3 to HE 4, Salem.

Edwin James, HMF 2, Milwaukie, to HMS C, Portland.

George Johnson, HMW 2, Detroit, to HMW 3, Grants Pass.

Kelly Kathriner, Clerical Special-

ist to Administrative Assistant at DMV, Salem.

Dale Moffitt, HMW 2, Linn County, to HMW 3, Salem.

John Moffitt, HMS C to HMS D, Astoria.

Enrique Montes, HMW 2 to HMW 3, Central Point.

Richard Preston, HMW 3, Linn County, to HMF 1, Moro.

Darrall Riggs, HMW 2, Newport, to HMW 3, Lincoln City.

Charles Sciscione, HMW 2 to HMW 3, Portland.

Arthur Shelley, Assistant Chief Weighmaster to Chief Weighmaster, Salem.

Melvin Slagle, Storekeeper 1 to Supervisor Storekeeper B, Salem.

George Strawn, HE 3 to SHE B, La Grande.

Harry Strouse, HMW 3, Linn County, to HMF 1, Mitchell.

Dale Vanlaanen, HMS C to Highway Shop Superintendent, Salem.

William Williams, HMW 2 to HMW 3, Salem.

Reference list published

The personnel system has gone through some major changes due to the passage of recent legislation, and ODOT's Personnel Section has distributed a Personnel System Reference Guide to help managers and supervisors untangle the administrative problem created by different unions representing different employees.

"Nothing is consistent," said Personnel Officer Zoe Wilson, "that's why we put out the reference guide--to show what's the same and what isn't."

The guide lists subject references ranging from administrative leave to overtime to vacations. Under each reference, it lists the appropriate rule or policy for Management Service or the appropriate contract article for OPEU and AEE.

Wilson stressed it was only a reference guide and should be used in conjunction with the correct contract.

Remembering

Funeral services were held Feb. 19 for James (Jim) F. Woll, 43, transportation permits supervisor, who died at his home in Salem Feb. 16 of a heart attack.

He began his career with the Highway Division as a weighmaster in Pendleton in 1970. He worked in various capacities with the weighmasters in La Grande, Ashland, Farewell Bend, and Salem.

In Salem, his duties included working with motor carrier and equipment manufacturers to ensure that vehicles performed efficiently and safely on the highway.

Retirements

The following ODOT employees retired recently:

Joe F. Hayse, P.O. Box 23, Burns 97720; HE 1, 33-and-a-half years.

James L. Hyman, P.O. Box 411, Moro 97039; HMW 3, 20-and-a-half years.

Crews earn SAIF awards

The following crews earned SAIF awards recently:

Crew 024-00, Bend Office Crew; 50,000 man-hours; Dale Allen, supervisor.

Crew 143-07, Lake of the Woods Maintenance Crew; 50,000 man-hours; Edward Bowers, supervisor.

Crew 141-09, Warm Springs Maintenance Crew; 250,000 man-hours; Earl Sears, supervisor.

Crew 133-05, Prospect Maintenance Crew; 50,000 man-hours; Blonson Neavoll, supervisor.

Crew 134-20, Roseburg Bridge Crew; 50,000 man-hours; William Brimhall, supervisor.

Crew 430-04, Honeyman Park Crew; 50,000 man-hours; Joseph Davis, supervisor.

DMV, Highway lead

Employees win Suggestion Awards

The employees listed below are past and present winners in the ODOT Suggestion Awards Program, who have not been previously mentioned in VIA. Their money- and time-saving ideas are in the process of being implemented throughout the department.

To date, employees of the Motor Vehicles and Highway divisions are the only ones submitting suggestions to the program, with DMV holding the record for all state agencies. VIA will continue to list suggestion winners as they are chosen.

Helen Aldridge, a clerical specialist at DMV, was awarded a certificate for her idea of holding envelopes with multiple titles for one day to combine with others of the same name. Estimated first year savings: \$1,040.

Joyce Allison, a clerical assistant at DMV, won a certificate for her idea of deleting input sheets for returned receipts. Estimated first year savings: \$419.

Ralph Callison, a highway maintenance supervisor B, was awarded two certificates for his ideas of retrofitting older-model scoop-

mobiles with fold-away side arms, and utilizing a small hydraulic lift for pickup trucks.

Robert Comstock, a clerical specialist at DMV, will receive a certificate for his idea of recording vehicle numbers on applications when giving a drive test.

Marvin Dowdy, a highway maintenance supervisor 1, was awarded a certificate for his idea of providing a motor grader attachment to clean sanding rock from under guardrails.

Jim King, a highway maintenance supervisor D, was awarded a certificate for his idea of modifying the bucket attachment for one and one-quarter cubic yard loaders.

James Kinns, a fiscal manager B, was awarded a decorative paperweight for his idea of combining four forms documenting contractor job charges into two forms.

Mike Lucker, a landscape designer 3, was awarded a decorative paperweight for his idea of deleting redundant wording on Highway Division plans.

Roger Oakes, an engineering technician 1, was awarded a certificate for his idea of conveniently identifying necessary forms and

the number of copies of each to be submitted by contractors to the Highway Division.

John Read, a highway engineer 2, was awarded a certificate for his idea concerning the type of "length of service" emblems to be awarded. Read's suggestion prompted the Personnel Section to order tie tacks for 10- and 15- year service emblems.

Steve Ross, an administrative assistant with DMV, will be awarded a certificate for his idea of eliminating colored pre-printed manual pages. Estimated first year savings: \$1,532.

Connie Sotelo, a former motor vehicle representative 1, was awarded a certificate for her idea of charging \$3 for duplicate licenses of drivers returning to Oregon.

Laurie Stark, a secretary for DMV, will receive two certificates for her ideas of recycling archive boxes, and having the division supply first-aid items only. Total estimated first year savings: \$1,018.

James Yeoman, a highway maintenance supervisor 1, was awarded a certificate for his idea of providing a guardrail-straightening tool to be used with a motor grader.

On the job with Shirley Holland

by Anna Browne Muzzall
Managing Editor

Most of Shirley Holland's 57 years have been devoted to two things--her family and her work, in that order. She is a dedicated person, and has an almost elfin way of giving her time and energy to others to either help brighten their day, or at least make it go a little easier.

She has been playing "mailman" at the Motor Vehicles Division in Salem for the past 20 years. She started on an old addressograph machine as a clerical specialist in 1961, and today is a lead worker in the mailroom, supervising a crew of seven.

Shirley is responsible for handling all incoming mail and preparing all outgoing mail and correspondence for DMV. She starts her day by making out a daily mail report that keeps track of the amount of mail moving through the mailroom, and what type it is--from drivers license extensions to suspension notices.

Her crew sorts and opens all incoming mail to check for money, which is sent to the Validation Unit, and all outgoing mail is folded, stuffed, and sorted by zip code--an idea Shirley suggested and implemented through the Suggestion Awards Program.

She has two people working almost full-time just sorting mail by zip code, for which they save three cents per envelope. She estimates it saves the mailroom almost \$30,000 a year.

"We run about 7,000 pieces of mail a day through here," Shirley says, "and we go through about \$30,000 a week on postage."



Shirley Holland stands by an automatic letter-opener "for thick envelopes" in the midst of DMV's mailroom in Salem. As a lead worker, Shirley helps to keep the mail flowing to field offices throughout the state.

She says many people start in the mailroom at DMV, but move on to other areas within the division where there's more opportunity for advancement.

"I haven't gone too far up the ladder here because I'm too family-oriented," she says. "My kids come first."

Shirley has successfully managed to balance a family and job almost all of her married life. She was born and raised in Minneapolis, Minnesota, and migrated to Oregon with her husband in 1946, after the war.

They settled in Arlington, a "pretty little town," where Shirley worked in a hotel as a "jack of all trades" for 15 years, and raised four children.

1960, however, brought tragedy to the family. They were "flooded out" of town by the building of the John Day Dam. Shirley lost her job, her home, and her husband to cancer all within that short period of time.

"It was a rough year," she admits, "but...our State Representative Frank Rutherford said he'd get me a job somehow, so I took the insurance and the Social Security money and came to Salem."

She arrived in 1961 as a widow with four children, no friends, and no job. Slowly, things started to improve. She took a state test and was hired as general mailroom help at DMV, she bought a house, and, at age 40, even learned how to drive a car.

A year later she married her second husband, Zane, and soon after took two years off work to have a daughter.

"You can do both," she insists. "You can work and still have time for your kids." She made it to all of her kids' wrestling meets and band concerts when they were in school, and felt a deep sense of accomplishment when one of her sons called up last Mother's Day to say "thanks."

She says her and Zane's favorite hobby is traveling. They have been

Claus that year, so I decided to surprise everybody, and now they won't let me quit."

She'll probably continue to don her red suit once a year until she retires--which she says won't be until she's 65.

"I'll probably stay right here in the mailroom until then," she says. "I like working here. It's really very diversified, and I have a good crew. When the mail comes in, everybody gets going to handle it. They know what they're doing."

Shirley's years in the mailroom

'You can do both. You can work and still have time for your kids.'

all over the state, as well as the country from Canada to Mexico, and they "always brought the kids along."

Shirley says she is usually on the lookout for something for her husband, an amateur photographer, to shoot with his camera. One of their favorite places is Trillium Lake where, at sunset, she says, Mt. Hood "looks like strawberry ice cream."

She's taken on an additional responsibility recently as the division Santa Claus at Christmas time. She says she acquired the role a few years ago when a former DMV "Santa" retired.

"I had inherited a suit from the veterans years ago," she says, "and everyone was moaning because they weren't going to have a Santa

have paid off for her in more than one way--she has had three money-saving ideas adopted by the Suggestion Awards Program, including her zip code sorting idea.

"This is a place where you spend a lot of money, so there's a lot of potential for saving money," she says. "The whole group sends in suggestions for saving people and time as well as money. I would have done all those things even without the program, because anything to save money these days is good."

Shirley's contributions to the mailroom of efficiency, energy, and creativity will be remembered, and will continue to save the division money, long after she hangs up her Santa suit and stamps her last envelope.

Retirees let us know what's happening

Orville W. Nye, Rt. 1, Box 831, Prineville 97754. Retired 1975.

Mrs. Nye wrote VIA a short note recently to say that Orville, who retired in 1975 from Government Camp, "is now working six days a week on a ranch here and is feeling great."

Frances T. George, 1620 Adkins, #4, Eugene 97401. Retired August, 1981.

Frances wrote VIA last month to tell us about some trips she's taken recently.

"The first week of September 1981, my girlfriend of 45 years and I went to the coast. Friends of mine gave us the key to their summer home near Yachats, and we had a wonderful 10 days near the ocean with temperatures in the 80s.

"Then, on Sept. 17 we took off on Amtrak to Vancouver, B.C. We

transferred to Canadian Pacific going to Calgary, Alberta, Canada, my birthplace, when we were held up eight hours near Lake Louise due to a mudslide.

"I visited two aunts, one going on 90 and one I hadn't see in 35 years.

"On Nov. 3, my friend Peg and I drove to Seattle to visit friends, then we took the ferry across the Sound and stayed two days. We

drove the coast all the way home, and spent a night in South Bend, Washington."

Frances says she left Jan. 31 for Phoenix for a month or more. She has reservations at a condominium with a pool, Jacuzzi, and a club house, and she was expecting to really live it up.

"Retirement is wonderful," she added. "To do as I please is so good."